Signals

Enlisted news ... officer news ... warrant-officer news -- from the enlisted and officer divisions at Office Chief of Signal, Fort Gordon, Ga.

Officer Notes

CENTRAL SELECTION BOARDS

Here are the officer central selection boards scheduled for second and third quarters fiscal year 1998:

Second quarter

Colonel, project mgr/ Army Acquisition Corps command	Jan. 6-16
Colonel, Combat Support Arms Command	Jan. 12-23
General officer, Army Reserve assignment	Jan. 19-30
Senior service college (civilian)/ legislative fellowship	Jan. 27-30
Major general, Army	Feb. 3-5
Army Management Staff College/ Logistics Executive Development Course	Feb. 17-20
Brigadier general, Army	March 3-13
Lieutenant colonel, Army/major selective continuation	March 3-April 3

Third quarter

SCC, Army	April 7-May 1
Major, Army	April 28-May 22
Chief warrant officer 3/4/5	May 5-29
General officer, federal recognition and Army Reserve promotion	May 18-20
Captain, Army	June 2-July 2
AMSC (civilian)	June 23-26

Eligible officers should ensure their files contain a current Army photo, their most recent officer evaluation report and an accurate officer record brief. Outdated photos and inaccurate information on ORBs are negative indicators.

Officers with questions on their files should contact their assignment officers at Total Army Personnel Command:

Signal branch (Branch 25)	DSN 221-0645
Systems automation (Functional Area 53)	DSN 221-3114
Military Acquisition Mgmnt Br	DSN 221-3131
Civilian Acquisition Mgmnt Br	DSN 221-2769

Point-of-contact is Lindsey Phelps, Office Chief of Signal, DSN 780-8176.

Enlisted Notes

MOS RESTRUCTURING STUDY

In August 1997 COL Peter Farrell, Office Chief of Signal director, commissioned OCOS' enlisted division to study the viability of each Signal military-occupation specialty in career-management fields 31 and 74. The enlisted division was tasked to develop this study to respond to the Army's continued fiscal pressure, as well as to introduction of a multitude of new communication systems to be fielded as part of Warfighter Information Network.

The study is a ***draft*** analysis; it hasn't yet been staffed through other directorates at the Signal Center or through external organizations. Since this study hasn't been staffed, it can't be considered an approved concept. This is important to remember when you see or hear about the study. The study's purpose is to generate discussion among affected parties and obtain direction for future MOS-structure actions.

The Signal Corps' enlisted MOS structure has changed significantly in the last 10 years. In 1987 there were 50 MOSs, 62 additional-skill identifiers and about 67,000 active-duty enlisted soldiers in the Signal Corps. Since then, through military-occupation classification and structure changes and a military drawdown, those numbers have been trimmed to the current 18 MOSs, 11 ASIs and some 31,000 soldiers.

Although MOCS changes are made only after much analysis and research in how to minimize the impact upon soldiers and the Army, these changes disrupt the documentation process and soldiers' careers. Reclassification, retraining and course changes are just some challenges that must be considered when changing MOCS.

The impact of MOCS actions on a soldier's career can't be overstated. Although this doesn't mean MOCS actions can't be done, the soldier's career must be considered in the equation. That equation must result in clear value-added for the Army and a viable career path for the soldiers affected, not change for the sake of change. The bottom line is that MOCS actions cause turbulence, and that turbulence must be controlled as much as possible.

Another challenge to overcome in the MOCS process is the documentation dilemma. The personnel-management authorization document determines authorizations, training seats and promotions. The current PMAD makes projections through fiscal year 2002, but it doesn't reflect known authorization changes caused by systems such as the Defense Message System and the secure, mobile, antijam, reliable tactical terminal.

In addition to the limitations of published documentation, the timeframe for completing a MOCS action is three to five years. A MOCS change submitted this year, FY98, won't take effect until between FY00 and FY03. This situation results in some decisions made based on judgment rather than definite numbers.

As the personnel proponent for the Signal Corps, OCOS faces other challenges in modifying the existing MOS structure. Readiness, promotions and professional development are some considerations the proponent must consider when modifying MOCS. Furthermore, the MOS structure decided on must accommodate the active and reserve components and legacy systems, which are systems that won't be replaced completely by WIN systems. In doing this, the proponent must seek to minimize turbulence to the force.

OCOS career managers rose to meet these challenges in developing the MOS restructuring study. Each manager evaluated equipment requirements, fielding plans, current health, functions, locations and authorization projections for each of their MOSs, plus doctrinal and force structure changes affecting their MOSs. These many factors were researched and analyzed in determining the vi-

ability of each Signal MOS in its current state; the feasibility of transferring, merging, and/or deleting functions from one MOS to another; and finally, a recommendation for each MOS.

The restructuring study was presented to the council of sergeants major Dec. 2, 1997, and electronic copies of the briefing were provided to attending command sergeants major and sergeants major. Four briefings were planned at Fort Gordon, Ga., in December 1997 and January. The purpose of these briefings is to solicit feedback on OCOS' proposal; input from the field is essential in creating an effective action plan.

Feedback from the council of sergeants major and the Fort Gordon briefings will be assessed and integrated into the MOS restructuring study. Another meeting of sergeants major is scheduled to meet mid-year to review the study with proposed changes.

OCCUPATIONAL SURVEYS

Army Research Institute and Fort Gordon are developing surveys for MOSs 31U and 74B. The surveys' intent is to help the Army identify and analyze functions, assignments, training, equipment and skill-level knowledge requirements to meet commanders' needs.

Soldiers should begin seeing the survey in March.

For more information, contact OCOS; 31U soldiers may call DSN 780-8192, commercial (706) 791-8192, or e-mail dabneyw@emh.gordon.army.mil. MOS 74B soldiers, call DSN 780-2287/8193, or e-mail kowalc@emh.gordon.army.mil or dixonde@emh.gordon.army.mil.

ASI H5

ASI H5 was established for the global command-and-control system's system administration. MOS 74B soldiers who received formal training on GCCS should apply for ASI H5 award. Prerequisites for ASI H5 award include GCCS basic-administration and GCCS system-administration courses.

Fort Gordon is scheduled to conduct GCCS system-administration training starting in FY99.

For more information, call DSN 780-2287/8193, or e-mail kowalc@emh.gordon.army.mil or dixonde@emh.gordon.army.mil.

MANPOWER-REQUIREMENTS STUDY

A manpower-requirements criteria study is being developed on MOS 74B. The study will encompass current and projected 74B job functions, based on the latest critical-task site-selection board and automation requirements needed to support a digitized force.

Other areas the survey will cover include system administration, network administration, staff positions, support positions and supervisory requirements where required.

For more information, call DSN 780-2287/8193, or e-mail kowalc@emh.gordon.army.mil or dixonde@emh.gordon.army.mil.

PATRIOT COMMUNICATIONS

Air-defense artillery is making major and significant communications upgrades to the Patriot, making it a communications-intensive system. As part of the upgrade, Patriot is to be equipped with switch multiplex units and packet switches, adding to the AN/GRC-103 ultra-high-frequency radios currently used.

At ADA's request, the Signal Center evaluated the enhanced system to determine the appropriate Signal MOS to operate the new equipment. As a result of this evaluation, the Chief of Signal recommended that MOS 31R multichannel-transmission-system operators assigned to Patriot units be replaced one-for-one by MOS 31F network-switching-system operator/maintainers as the upgrade takes place.

The upgrade is undergoing extensive testing at White Sands Missile Range, N.M., and is scheduled for fielding beginning in FY00.

For more information, call DSN 780-8187 or e-mail plottsj@emh.gordon.army.mil.

SMART-T

SMART-T is an extremely-high-frequency multichannel satellite terminal that will provide range-extended, multichannel connectivity with low-probability-of-detection-and-interception between selected mobile-subscriber-equipment node centers, large extension nodes, small extension nodes and remote radio-access units.

The system will also support contingency missions by interfacing with small digital switchboards and individual subscribers via remote multiplexer combiners or similar devices. SMART-T will replace all AN/TSC-85 and AN/TSC-93 tactical-satellite terminals at division and below, and selected TACSAT at corps level.

MOS 31F has been designated as SMART-T's operator/maintainer. SMART-T training will be added to MOS 31F's advanced-individual-training course beginning in FY00.

For more information, call DSN 780-8187 or email plottsj@emhgordon.army.mil.

Acronym Quick-scan

ADA – air-defense artillery
AMSC – Army Management Staff College
ASI – additional-skill identifier
FY – fiscal year
GCCS – global command-and-control system
MOCS – military-occupation classification and structure
MOS – military-occupation specialty
OCOS — Office Chief of Signal
ORB – officer record brief
PMAD – personnel-management authorization document
SCC – senior service college
SMART-T — secure, mobile, antijam, reliable tactical terminal
TACSAT – tactical satellite
WIN — Warfighter Information Network